

FACULTY SENATE MINUTES

Garrett Ballroom

November 12, 1987

3:20 PM

Senator Murphy called the meeting to order. Those absent without observers were:

Chuck Crume
Dorsey Grice
Audrey Humm
Edward T. Martin
Joyce Rasdall
Joerg Seitz

Senator Heirn reported that he attended the October meeting. The minutes of the October meeting were approved as presented.

Senator Murphy introduced Dr. Coleville Young, President of the University College of Belize, Central America. Western Kentucky University has sent a number of faculty members to Belize under a faculty exchange program.

Dr. Kern Alexander addressed the Senate. He:

- invited all members to the Owensboro Student recruitment dinner, following the Senate meeting

- spoke about the I-65 economic corridor which will greatly effect WKU's growth to an estimated 20,000 students by 1996. A level at which the university can function best, economically;

- reiterated the university's goals of striving to be an outstanding institution;

- announced a need to go off campus: Glasgow has enrolled 530 students with a projected 70 classes for next year. Plans are in the fire for hiring faculty to live and work in Glasgow, Owensboro and Elizabethtown, with future college campuses in these areas. Nashville needs to be brought into the picture;

- addressed the budget: shortfalls always come before the legislative session, yet: CHE approved for a 5.7 salary increase; WKU shot for an impact increase for 195 faculty positions. Of the three budgetary hurdles, WKU has hopped CHE and needs to leap the legislature and governor. Kentucky is not poor, and has enough money to develop a fine educational system. CHE approved a 4.9 million dollar increase for 88-89 which will provide money for 94 new faculty, and a 7.6 million dollar increase for 89-90 which will bring in 101 new faculty persons. Over a ten year period, it also approved a

- 17.7 increase for Eastern Kentucky University

- 10.7 increase for Kentucky State

- 22.7 increase for Morehead

- 9.5 increase for Murray

- 14.9 increase for Northern

- 26.2 increase for University of Louisville

- 26.4 increase for University of Kentucky

- 27.6 increase for Western Kentucky University

Western Kentucky University exceeds all.

- a 94% funding of the formula for the first year and a 100% funding for the second year.

If funded by a per pupil amount, by projecting forward, WKU will do well. The legislature has agreed to re-evaluate the formula.

Concerning capitol outlay:

WKU asked for:

-a Student Health and Activities Center for \$18.4 million. CHE recommended \$13 million.

-Life safety improvement to include: asbestos abatements, hazardous material storage, coal boilers I and II, Snell Hall to renovate for \$4.7 million in bond issues, improved-fees. Projects were approved for alteration of Dairy Farm for matching funds of \$218,000 and residence hall improvements of \$5 million.

The Herald recently stated that WKU was a poor university. The LRC appraised the property at Western and found that we had less property per student than other universities. Since the early 70's, Western has added no new buildings. The state pays \$267 per student for debt service which keeps WKU at the bottom of this funding, so WKU needs more property in order to get ahead. The President counseled writing to the legislature for positive support of funding and stated that his meetings with the Executive Committee meeting of the Senate has proven helpful to all concerned.

QUESTIONS

Senator Weigel asked what projections were used for forward projections? The President responded that he used 15,000 there's no penalty for not making it. We would rather overproject than underproject. U of L also projected forward as well as the community colleges.

The President commented that he looked forward to having to hire full-time faculty.

Senator Mills asked if the Owensboro Community College will have an effect on WKU's enrollment. Their answer was that their growth doubled in the last 2 years, but WKU has not assessed it's own strength at Owensboro, yet. We need an identified facility for WKU at Owensboro, and we need to get there to explore ways to serve.

Senator Murphy asked the President to give his philosophy of Merit Pay. The president believes in it when the base is sound. We lost ground in the early 80's but have improved in the last two years. We are still working on the base, and merit should be above that base. Merit Pay should vary from college to college, but first, we must make sure inequities are taken care of. Departments should set up their own guidelines for merit increases.

COMMITTEE REPORTS:

A. By laws, Amendments, and Elections has completed elections; James Brown was elected from Theater and Dance; Gene

Gallegos from Educational Leadership and Michael Richardson, the alternate.

Name plates for new members will, hopefully, be in for the December meeting.

B. Committee on Committees: Senator Weigel stated that questionnaires are of value in nominating persons for committees, and thanked those who returned them to him.

The President asked for the formation of a committee to study the scheduling of classes.

C. Faculty Status and Welfare Committee: Senator Brunson distributed salary surveys for 87-88. An asterisk indicates a position or faculty change. A mistake is evident in the math department figures. In the statistics for assistant professors, the average within that rank is \$26,185.85, not 46 cents as reported.

Several parts of the report are not yet included: Comparisons of comparable data from Western with other benchmark institutions, with secondary teachers from Kentucky and with inflation. These are planned for distribution at the December Senate.

The second item reported on was the sick leave policy for which there is no report. Much needs to be investigated. KTRS seems to indicate that all faculty must belong to the program, or no one can have it.

Something which impacts on the sick leave policy is that there is a proposal for WKU to be allowed to adopt a retirement plan through TIAA. Northern has such a plan. An advantage is to have this as a recruiting tool in hiring faculty involved with TIAA.

The committee plans to investigate these.

COSFL

Senator Campbell reported on the COSFL meeting of October 17th at Bardstown. Elections were held. February 24th, a by-invitation only, legislative reception will be held in Frankfort. COSFL Conference dates are March 18th and 19th at the Capitol Plaza Hotel in Frankfort. A faculty meeting of all faculty in Kentucky to discuss CHE recommendations will be held on the 21st of November in Elizabethtown. All are encouraged to attend. COSFL membership forms are available.

NEW BUSINESS

Senator Ball read a motion proposed by the committee that the office of Vice President for academic affairs prepare a manual for department heads which would incorporate the recommendations of the ad hoc committee which studied departmental governance. It should delineate the roles and responsibilities of the department head as well as roles and responsibilities of faculty and administration in the selection and evaluation of the department head and of departmental governance, and the committee further recommends that the manual be sent to the Senate for review and discussion prior to its adoption.

It was so moved and seconded.

An amended motion from Senator Dorman stated: replace the second part of the motion with "After due consideration of the issues raised by the Ad Hoc Committee, the Faculty Senate endorses the report of that committee." It was so moved and seconded by Senator Brunson.

Discussion indicated that the document needed study before a Senate vote takes place. It was so agreed.

Rose Davis moved the following four motions derived from the Report on Faculty Recognition:

- Monetary awards remain a one-time award rather than become a part of the recipient's salary
- Awards be publicized before graduation at a reception, with the winners' names printed in the graduation programs and announced at commencement
- Names of award winners at the college and university level be inscribed on plaques to be displayed in appropriate places.

Joan Krenzin moved to amend that the plaques include the names of winners. The amendment was approved.

- That the university investigate establishing distinguished professorships and/or endowed chairs.

The proposals will be voted on at the December meeting.

ANNOUNCEMENTS:

1) Because the third Thursday comes in the first week of the Spring Semester, the January Senate will meet Thursday, January 21st rather than on January 14th.

2) The Faculty Senate office has moved to CH 224 D.

3) December 9th marks an important date for the first in a series of open forums wherein faculty can address questions to legislators, etc.

Time: 3:30

Room: 305 DUC

4) Symposium date is February 11, 1988.

5) Need support for an Ad Hoc committee to better the quality of journals in the book store.

A Brunson/Love motion was presented for the possibility of adopting an alternate retirement program; TIAA's advantage is its portability. The ayes carried.

Adjournment was at 4:55.